



## John Soden

Associate

Immigration Law  
Employment & Labour  
Higher Learning

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### Profile

John advises both corporate and individual clients on a full spectrum of immigration and employment matters, often in the context of cross-border business growth or international mobility. Whether clients are navigating the complexities of work permits, dealing with regulatory inspections, or facing challenges around admissibility and litigation, John provides strategic guidance to help them overcome regulatory hurdles and achieve their immigration, employment, or investment goals. His practice bridges the intersection of immigration, employment, and business law, areas that frequently overlap in today's global business environment.

With a "one-stop shop" approach, John delivers efficient, integrated legal solutions that reduce costs, avoid delays, and minimize compliance risks. His clients benefit from his deep knowledge of both corporate and personal immigration systems-including Labour Market Impact Assessment-based work permits, international mobility programs, and permanent residency pathways-as well as his experience advising on employment contracts, terminations, and workplace disputes. John's ability to collaborate seamlessly with colleagues in tax, real estate, and commercial litigation ensures that his clients receive holistic, business-minded legal support tailored to their specific needs.

### Work Highlights

## **International infrastructure, construction & engineering company**

- > Facilitating 35+ foreign workers to carryout urgent warranty repairs to vital equipment on the Coastal Gaslink Pipeline Project.

## **International executive recruitment consultancy**

- > Advising and drafting executive consultancy agreements to reduce complexity, duplication and litigation risks.

## **International equipment manufacturer**

- > Advising and resolving employee claim for enhanced termination pay.
- > Advising on company restructure/downsizing.

*Additional work highlights below*

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John's practice is rooted in his commitment to helping people and businesses thrive through legal clarity and practical strategy. His background combines years of hands-on legal experience with a nuanced understanding of the regulatory landscape, making him a trusted advisor to both international enterprises and individuals seeking a new start in Canada. He is driven by the opportunity to open doors for his clients-whether it's entering a new market, launching a new career, or reuniting with loved ones-and he approaches each case with empathy, precision, and purpose.

## **Corporate Immigration & Employment Services**

- > International Mobility Program work permits
- > Labour Market Impact Assessments (LMIA) and Temporary Foreign Worker (TFWP) work permits
- > Business visitors
- > Appeals and judicial reviews
- > Employer audits and inspections
- > Inadmissibility
- > Employment services including employment and independent consultant contracts, terminations and lay-offs, and settlement and release agreements
- > Human Rights Act claims
- > Civil litigation
- > Advising on provincial and federal employment statutes and regulations

## **Personal Immigration Services**

- > Work permits
- > Study permits
- > Temporary Resident Visas (TRVs) and Temporary Resident Permits (TRPs)
- > Authorizations to Return to Canada (ARC)
- > Permanent residence applications, including Express Entry, Provincial Nominee Programs and Family Class Sponsorships
- > Criminal, medical, and security inadmissibility
- > Enforcement matters, including arrest, detention, and removal
- > Misrepresentation

- > Record suspensions and pardons

## Credentials

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### Industry Involvement

- > Canadian Bar Association, member, 2022 - Present
- > Canadian Bar Association of British Columbia, member, 2022 - Present
- > Law Society of British Columbia, member, 2022 - Present
- > Vancouver Bar Association, member, 2022 - Present

### Community Commitments

- > Pro-bono counsel, Refugee Sponsorship Agreement Holder, 2016 - Present

### Education & Call to Bar

- > Call to Bar: British Columbia, 2022
- > Immigration Consultant of Canada Regulatory Council, 2012
- > Chartered Management Institute, Certified Management Consultant, 2007
- > The Open University, Masters of Business Administration, 2005
- > BPP Law School, Legal Practice Course, 2000
- > London Guildhall University, Bachelor of Laws, 1998

## Additional Work Highlights

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### International renewable energy engineering company

- > Facilitating 30+ work permits and business visitor status for employees of the parent company to build 2 biomass electricity generating plants in Merritt and Fort St James, British Columbia

### International infrastructure contractor

- > Facilitating 40+ work permits and business visitor status for employees of the parent company to build the Regina, Saskatchewan bypass project

### International biotechnology company

- > Advising and representing the company and its employees in transferring highly skilled and qualified scientists to Canada to work on leading edge bio-tech projects

### International medical instruments company

- > Advising and representing the company and its senior executives in transferring highly skilled and qualified scientists to Canada to work on leading edge projects

### Representing clients before the Federal Court in Judicial Review applications